



Department of
Veterans Affairs
An Equal Opportunity Employer

MENTAL HEALTH CARE PROFESSIONALS

INTEGRAL
DEDICATED
INDISPENSABLE



VA CAREER OPPORTUNITIES

VA – The career you want, the future you deserve



WHY VA?

THE BEST CARE

VA – Keeping the Promise to Those Who Served

The Department of Veterans Affairs (VA) is one of the largest, most technologically advanced health care systems in the United States. Our employees work at 154 medical centers, 875 ambulatory and community-based outpatient clinics, 136 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers. More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, VA's mission has been to keep that promise.

THE BEST OPPORTUNITIES

VA Mental Health Enhancement Initiative

Veterans' mental health is a top priority at VA. After returning from combat, many veterans struggle to readjust to life at home. Our mental health care providers play a critical role in helping these veterans reclaim their lives by providing cutting-edge care. VA supports this mission by ensuring that our mental health professionals have the most innovative technologies, facilities, and training at their fingertips. When you join VA, you will be a core member of our interdisciplinary care team structure, collaborating with both primary care and other mental health professionals to establish the right course of treatment for patients.

Evidence-Based Care

VA employs evidence-based mental health practices throughout the system. As part of this effort, VA is in the process of providing system-wide clinical training to VA mental health staff in the delivery of state-of-the-art mental health services.

Focus on Care, Not Insurance

All too often, mental health care is contingent on the patient's insurance policy. But at VA, mental health care is not a business decision. A career with VA allows you to break free of the restrictions of managed care and practice the way you were trained.

Innovative Practices

VA is a national leader in technological innovation, and innovation is at the core of mental health care delivery throughout the VA health care system. Examples of VA's mental health innovations include the integration of mental health services into primary care settings and the widespread availability of telemental health services.

Emphasis on Recovery

VA is a leader in treating several of today's most urgent mental health issues, including post-traumatic stress disorder (PTSD), serious mental illness, and traumatic brain injuries. At VA's medical centers and community-based outpatient clinics, our emphasis is on recovery. It is VA's mission to help veterans recover from mental illness and allow our Nation's heroes to live their lives to their fullest potential.



THE BEST CAREERS

At VA, mental health professionals are core members of the interdisciplinary care team, working with primary care and other health care professionals in an effort to provide the best, most complete care possible. The goal is to foster an integrated, collaborative care environment where innovation is encouraged. VA offers a wide variety of mental health careers, including:

PSYCHIATRY

VA offers psychiatrists the opportunity to deliver clinical care leadership across a continuum of mental health venues and to practice state-of-the-art psychiatry without insurance constraints. As many of our facilities are part of a university affiliation, our psychiatrists often engage in teaching and research. Additionally, VA offers psychiatrists exciting, challenging professional opportunities to provide innovative and effective treatments to veterans.

PSYCHOLOGY

VA gives psychologists an unparalleled variety of practice opportunities. You can take on a leadership role, work in management, research, academia, or training, or even impact system-wide policies. You also have the opportunity to practice in several specialized areas, including PTSD, traumatic brain injuries, and serious mental illness. Plus, you'll experience a career where the focus is on hope and resilience, and on enabling veterans to maximize their personal potential.

THE BEST SYSTEM

HealthDay

"This new generation of veterans will be challenging to treat, because they have co-occurring mental health disorders. (But) VA is really stepping up to the plate."

American Psychological Association

"The Mental Health Enhancement Initiative involves a wide spectrum of services for veterans, including integrating mental health services into primary care ... and aiding psychosocial rehabilitation."

Time

"For the sixth year in a row ... VA hospitals scored higher than private facilities on the University of Michigan's American Customer Satisfaction Index, based on patient surveys on the quality of care received."

SOCIAL WORK

VA offers social workers a world of opportunities that aren't available in other organizations. Here, you'll assume roles that are often handled by other health care professionals in the private sector. As a VA social worker, you may have the opportunity to provide direct clinical services and coordinate special interest programs, all while working with the interdisciplinary care team to deliver care in the best interests of the patient.

PSYCHIATRIC NURSING

The psychiatric nursing field at VA encompasses registered nurses (RNs) and Advanced Practice Nurses (APNs), which includes nurse practitioners and clinical nurse specialists. As a national leader in trauma treatment, VA gives psychiatric nurses the opportunity to work in specialized practice areas, including serious mental illness, PTSD, and traumatic brain injuries. Our psychiatric nurses are key members of the interdisciplinary care team, working to ensure patients are receiving the best care possible. They also have the opportunity to participate in national policy and decision making, research, and education.

Additionally, many APNs serve as primary care providers with the principal responsibility of ensuring that patients receive the appropriate mental health screenings and that proper follow-up occurs. Our APNs may also provide critical psychiatric treatments, including medication and other services.

"At VA, psychology is a respected discipline, and psychologists are valued as part of both the interdisciplinary care teams and the medical center leadership. As the Director of Training at my facility, I feel honored to continue VA's tradition of providing high-quality training to our trainees and excellent service to our veterans."

— Jeanette Hsu, Ph.D.





BENEFITS

VA's mission is to provide the best possible care for America's veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

LEAVE AND HOLIDAYS

- Depending on their specialties, VA mental health professionals earn 13-26 days of paid annual (vacation/personal) leave each year and may accumulate up to 85 days. Annual leave begins to accrue immediately and can be used as it is earned, with supervisory approval.
- Mental health professionals earn 13 days of sick leave each year with no limit on accumulation.
- There are 10 paid Federal holidays.
- The Family and Medical Leave Act and the Family Friendly Leave Act allow employees to take reasonable amounts of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem.
- The Voluntary Leave Transfer Program allows other Federal employees to donate annual leave for a medical emergency of an employee or family member.
- Military leave is authorized up to 15 days a year for active reservists and National Guard members.

"I can sum up the reasons why I joined VA in one word – opportunities. VA offers me the chance to do challenging, stimulating, and meaningful work. VA supports my continued professional education, allowing me to continually improve as a clinician. VA also offers excellent compensation and ample opportunities for professional advancement. Opportunities abound in VA!"

— Matthew Schobert, LMSW



HEALTH AND LIFE INSURANCE

- VA offers a wide variety of health insurance plans, including dental and vision, with premiums partially paid by the Federal Government. You may change plans yearly.
- VA employees may use Flexible Spending Accounts, which allow you to set aside tax-free dollars to pay for medical, dental, and vision care expenses that are not reimbursed by your health insurance plan.
- Term life insurance, family, and additional coverage options are available with the cost shared by the Federal Government.
- Optional long-term care insurance is available.

MOBILITY AND LICENSURE

VA has health care facilities in all 50 states, the District of Columbia, and Puerto Rico. Should a mental health professional desire to relocate, he or she may seek employment at any location where there is a vacancy and, if hired, transfer without loss of benefits. Only one active, unrestricted state license is needed to practice in a VA facility in the above locations.

RETIREMENT

VA mental health care employees are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan composed of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). Similar to the 401(k) savings plans widely available in the private sector, the TSP allows employees to tax defer up to a fixed dollar amount of their income each year, subject to the requirements of the Internal Revenue Service. The Federal Government also provides a basic contribution and matching based on employee contribution. For retired military personnel, these benefits are in addition to full monthly retirement pay or pension. Retirement health care insurance is also available.

LIABILITY PROTECTION

As Federal employees, VA mental health care professionals are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration of the Department of Veterans Affairs. The United States Government accepts responsibility and liability for its employees' negligent or wrongful acts or omissions during the exercise of their official duties. This applies when employees' actions are in accord with the policies of the institution in which they are practicing.

AWARDS AND HONORS

VA bestows both monetary and honorary recognition for superior performance, along with awards for special or unique achievements.

ADDITIONAL BENEFITS

- Free parking at most facilities
- Smoke-free and drug-free workplace
- Child care at some facilities
- Uniform allowance
- Employee associations
- Annual physical examination
- Employee wellness programs
- Fitness centers at some facilities
- Compensation for job-related illness and injury
- Credit unions
- Dining facilities and retail store
- Public transit subsidies at some facilities

EDUCATION

VA recognizes the importance of professional education. To that end, mental health professionals may be eligible for our continuing education support programs. These programs are designed to help VA mental health professionals enhance their practical knowledge in an effort to better care for our patients.

VA's education support programs include:

- Education Debt Reduction Program (EDRP)
- Student residency programs
- Tuition support programs
- Employee continuing education tuition programs
- Advanced training programs

Did you know that VA:

- ★ Conducted the largest-ever clinical trial of the effectiveness of psychotherapy in treating PTSD
- ★ Employs a nationwide electronic medical records system that virtually eliminates errors
- ★ Is the largest employer of social workers, as well as of Master's of Social Work (MSW) degree holders, in the world
- ★ Doesn't require its patients to present proof of medical insurance, which means care is guided by the patient's needs, not by managed care policies
- ★ Serves a population of more than 7.8 million veterans, providing inpatient care to about 600,000 veterans and managing more than 57 million outpatient visits each year
- ★ Has facilities in all 50 states, the District of Columbia, and U.S. Territories
- ★ Provides medical care backup to military hospitals during national emergencies, and operates command centers to coordinate services through the National Disaster Medical Service during major disasters

"I wouldn't be where I am today without VA. They helped me further my education, they provide the best retirement support around, and I can live anywhere I want!"

— Aleen Golis, APRN, BC, NP



HIRING POLICIES

QUALIFICATIONS

Minimum qualifications for appointment as a VA mental health professional are:

- U.S. citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)
- Current, full, active, and unrestricted license to practice in a State, Commonwealth, or Territory (e.g., Puerto Rico) of the United States, and in the District of Columbia
- Successful professional record
- Personal interview
- Satisfactory physical examination (may include drug screening)
- Background examination
- English language proficiency

PSYCHIATRISTS

- Must possess a doctor of medicine degree or equivalent resulting from a course of education in medicine or osteopathic medicine obtained from an accredited school
- Must have obtained certification from an American Specialty Board, completion of an accredited residency in the primary specialty area, and publication of articles in nationally recognized professional journals to qualify for Chief grade

PSYCHOLOGISTS

- Must possess a doctoral degree in psychology from a psychology graduate program accredited by the American Psychological Association (APA)
 - > Applicant's specialty must be consistent with the specialty required by the position to which he or she is applying.
- Must have successfully completed an APA-accredited, professional psychology internship training program



SOCIAL WORKERS

- Must possess a Master's of Social Work (MSW) from a school of social work accredited by the Council on Social Work Education
- Must be licensed or certified at the master's level to independently practice social work within three years of the date of employment

PSYCHIATRIC NURSES

- RNs must hold an associate, bachelor's, or master's degree from a school of professional nursing approved by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nurse Education (CCNE).
- APN Licensure:
 - > Nurse practitioners must be recognized by their state of licensure as both an RN and an ARNP.
 - > Nurse practitioners must be certified as an APRN by the American Nurses Association or another national certifying organization as a condition of employment and function in the role.
 - > Individuals appointed or moved to VHA nurse practitioner nurse positions must possess a master's degree from a program accredited by the NLNAC or the CCNE.
 - > Clinical nurse specialists must possess a master's degree from an academic program accredited by the NLNAC or CCNE, with a major in the clinical nursing specialty to which the nurse is to be assigned.
 - > At a minimum, clinical nurse specialists must possess an RN license.

SALARY INFORMATION

- VA mental health professionals are compensated according to a Locality Pay System (LPS), in which salary ranges vary according to facility location. The LPS ensures that all mental health professionals are paid competitive rates within each local labor market. Pay is reviewed periodically to ensure competitiveness with salary rates in the local community.
- VA offers premium pay for overtime, on-call, weekend, and holiday duty.
- Accelerated increases within each grade may be awarded for length of service, enhanced qualifications or assignment, specialized skills, professional achievements, or high levels of performance.
- Cash bonuses may be authorized for certification, exceptional job performance, or exemplary job achievement.

URBAN BEAT



COASTAL LIVING



THE HEARTLAND CHOICE



NATIONWIDE OPPORTUNITIES

HOW TO APPLY

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. Territories. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA mental health care opportunities.

Hiring decisions are made locally, so apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. You may, however, obtain information about VA mental health

programs and application procedures from any VA facility. Arrangements can be made to have the personal interview and physical examination conducted at the facility most convenient to you.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service, 1555 Poydras Street, Suite 1971, New Orleans, LA 70112, or by calling the toll-free number: **1-800-949-0002**. Employment information is also available by logging on to www.VAcareers.va.gov.

"Working at VA is an honor. I am a veteran, I was raised by a veteran, and I enjoy helping my fellow veterans. I feel I'm really giving something back by working with our heroes to overcome their mental health struggles."

— Leroy C. Bell, Jr., M.D.
Mental Health Clinical Center



VA HEALTH CARE FACILITIES

To gain a first-hand view of VA health care, you are invited and encouraged to visit any of our VA Medical Centers or ambulatory and community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Also, telephone numbers are listed for every VA facility in local telephone directories under "U.S. Government."

You can also address correspondence to:
Human Resource Management Service, VA Medical Center,
[City, State, ZIP Code] (listed below).

ALABAMA

Birmingham (35233)
205-933-8101
Montgomery (36109)
334-272-4670
Tuscaloosa (35404)
205-554-2000
Tuskegee (36083)
334-727-0550

ALASKA

Anchorage (99508)
907-257-4700

ARIZONA

Phoenix (85012)
602-277-5551
Prescott (86313)
928-445-4860
Tucson (85723)
520-792-1450

ARKANSAS

Fayetteville (72703)
479-443-4301
Little Rock - Towbin (72114)
501-257-1000
Little Rock - McClellan (72205)
501-257-1000

CALIFORNIA

Fresno (93703)
559-225-6100
Loma Linda (92357)
909-825-7084
Long Beach (90822)
562-826-8000
Los Angeles (90073)
310-478-3711
Palo Alto (94304)
650-493-5000
Sacramento (95655)
916-843-7000
San Diego (92161)
858-552-8585
San Francisco (94121)
415-221-4810

COLORADO

Denver (80220)
303-399-8020
Grand Junction (81501)
970-242-0731

CONNECTICUT

Newington (06111)
860-666-6951
West Haven (06516)
203-932-5711

DELAWARE

Wilmington (19805)
302-994-2511

DISTRICT OF COLUMBIA

Washington (20422)
202-745-8000

FLORIDA

Bay Pines (33744)
727-398-6661
Gainesville (32608)
352-376-1611
Lake City (32025)
386-755-3016
Miami (33125)
305-575-7000
Orlando (32803)
407-629-1599
Tampa (33612)
813-972-2000
West Palm Beach (33410)
561-882-8262

GEORGIA

Augusta (30904)
706-733-0188
Decatur (30033)
404-321-6111
Dublin (31021)
478-272-1210

HAWAII

Honolulu (96819)
808-433-1000

IDAHO

Boise (83702)
208-422-1000

ILLINOIS

Chicago (60612)
312-569-8387
Chicago - North (60064)
847-688-1900
Danville (61832)
217-554-3000
Hines (60141)
708-202-8387
Marion (62959)
618-997-5311

INDIANA

Fort Wayne (46805)
260-426-5431
Indianapolis (46202)
317-554-0000
Marion (46953)
765-674-3321

IOWA

Des Moines (50310)
515-699-5999
Iowa City (52246)
319-338-0581
Knoxville (50138)
641-842-3101

KANSAS

Leavenworth (66048)
913-682-2000
Topeka (66622)
785-350-3111
Wichita (67218)
316-685-2221

KENTUCKY

Lexington (40502)
859-233-4511
Louisville (40206)
502-895-3401

LOUISIANA

Alexandria (71306)
318-473-0010
New Orleans (70112)
504-568-0811
Shreveport (71101)
318-221-8411

MAINE

Augusta (04330)
207-623-8411

MARYLAND

Baltimore (21201)
410-605-7000
Perry Point (21902)
410-642-2411

MASSACHUSETTS

Bedford (01730)
781-678-2000
Brockton (02301)
508-583-4500
Jamaica Plain (02130)
617-232-9500
Leeds (01053)
413-584-4040
West Roxbury (02132)
617-323-7700

MICHIGAN

Ann Arbor (48105)
734-769-7100
Battle Creek (49015)
616-966-5600
Detroit (48201)
313-576-1000
Iron Mountain (49801)
906-774-3300
Saginaw (48602)
989-497-2500

MINNESOTA

Minneapolis (55417)
612-725-2000
St. Cloud (56303)
320-252-1670

MISSISSIPPI

Biloxi (39531)
228-523-5000
Jackson (39216)
601-362-4471

MISSOURI

Columbia (65201)
573-814-6000
Kansas City (64128)
816-861-4700
Poplar Bluff (63901)
573-686-4151
St. Louis (63125)
314-652-4100

MONTANA

Fort Harrison (59636)
406-442-6410

NEBRASKA

Grand Island (68803)
308-382-3660
Lincoln (68510)
402-489-3802
Omaha (68105)
402-346-8800

NEVADA

Las Vegas - North (89036)
702-636-3000
Reno (89520)
702-786-7200

NEW HAMPSHIRE

Manchester (03104)
603-624-4366

NEW JERSEY

East Orange (07018)
973-676-1000
Lyons (07939)
908-647-0180

NEW MEXICO

Albuquerque (87108)
505-265-1711

NEW YORK

Albany (12208)
518-626-5000
Bath (14810)
607-664-4000
Bronx (10468)
718-584-9000
Brooklyn (11209)
718-836-6600
Buffalo (14215)
716-834-9200
Canandaigua (14424)
585-394-2000
Castle Point (12511)
914-831-2000
Montrose (10548)
914-737-4400
New York (10010)
212-686-7500
Northport (11768)
631-261-4400
St. Albans (11425)
718-526-1000
Syracuse (13210)
315-425-4400

NORTH CAROLINA

Asheville (28805)
828-298-7911
Durham (27705)
919-286-0411
Fayetteville (28301)
910-488-2120
Salisbury (28144)
704-638-9000

NORTH DAKOTA

Fargo (58102)
701-232-3241

OHIO

Cincinnati (45220)
513-861-3100
Chillicothe (45601)
740-773-1141
Cleveland (44106)
216-791-3800
Columbus (43203)
614-257-5200
Dayton (45428)
937-268-6511

OKLAHOMA

Muskogee (74401)
918-683-3261
Oklahoma City (73104)
405-270-0501

OREGON

Portland (97207)
503-220-8262
Roseburg (97470)
541-440-1000
White City (97503)
541-826-2111

PENNSYLVANIA

Altoona (16602)
814-943-8164
Butler (16001)
724-287-4781
Coatesville (19320)
610-384-7711
Erie (16504)
814-868-8661
Lebanon (17042)
717-272-6621
Philadelphia (19104)
215-823-5800
Pittsburgh - Heinz Center (15215)
800-309-8398
Pittsburgh - Highland Drive (15206)
800-647-6220
Pittsburgh - University Drive (15240)
866-482-7488
Wilkes-Barre (18711)
877-928-2621

PHILIPPINES

Manila (96515) (FPO AP)
011-632-833-4566

PUERTO RICO

San Juan (00921)
787-641-7582

RHODE ISLAND

Providence (02908)
401-273-7100

SOUTH CAROLINA

Charleston (29401)
843-577-5011
Columbia (29209)
803-776-4000

SOUTH DAKOTA

Fort Meade (57741)
605-347-2511
Hot Springs (57747)
605-745-2000
Sioux Falls (57117)
605-336-3230

TENNESSEE

Memphis (38104)
901-523-8990
Mountain Home (37684)
423-926-1171
Murfreesboro (37129)
615-867-6000
Nashville (37212)
615-327-4751

TEXAS

Amarillo (79106)
806-355-9703
Big Spring (79720)
432-263-7361
Bonham (75418)
903-583-2111
Dallas (75216)
214-742-8387
El Paso (79930)
915-564-6100
Houston (77030)
713-791-1414
Kerrville (78028)
210-896-2020
Marlin (76661)
254-883-3551
San Antonio (78229)
210-617-5300
Temple (76504)
254-778-4811
Waco (76711)
254-752-6581

UTAH

Salt Lake City (84148)
801-582-1565

VERMONT

White River Junction (05009)
802-295-9363

VIRGINIA

Hampton (23667)
757-722-9961
Richmond (23249)
804-675-5000
Salem (24153)
540-982-2463

WASHINGTON

Seattle (98108)
206-762-1010
Spokane (99205)
509-434-7000
Tacoma (98493)
253-582-8440
Walla Walla (99362)
509-525-5200

WEST VIRGINIA

Beckley (25801)
304-255-2121
Clarksburg (26301)
304-623-3461
Huntington (25704)
304-429-6755
Martinsburg (25401)
304-263-0811

WISCONSIN

Madison (53705)
608-256-1901
Milwaukee (53295)
414-384-2000
Tomah (54660)
608-372-3971

WYOMING

Cheyenne (82001)
307-778-7550
Sheridan (82801)
307-672-3473